

EXHIBIT 3

Scale of 1-5: 5-being the "Best" score.		10/5/2001		Can Sell the Interviewer's Top Grant			
Store 840 Interview Process							
Knowledge of Gasoline Operations		5	0	4	2		
Experience with Volume		5	4	2	3		
Overall Experience		5	5	2	4		
Ability to Manage Diversity		3	3	3	2		
Ability to succeed in challenging environments		5	3	2	3		
Ability to grow sales		5	4	2	4		
Ability to manage the controllable		5	5	2	5		
Ability to build a strong team		3	4	4	2		
Overall "Scope"		5	4	2	3		
Work Ethic		5	5	3	4		
Current performance		5	5	2	4		
Intangibles		5	3	3	4		
Interview							
Polish		3	2	5	3		
Believability		5	4	2	4		
		64	51	38	47		